

AN OPPORTUNITY TO JOIN A GREAT TEAM!

JOB TITLE	DISCOVERY BEHAVIORAL SPECIALIST
DEPARTMENT	DISCOVERY
REPORTS TO	DEAN OF STUDENTS

ABOUT USDAN

Usdan has been recognized as a Top Nonprofit Workplace in 2021, 2022, 2023, and 2024! Usdan opens a world for children to joyfully express their creativity and develop their artistic skills. Each summer, teachers and artists – actors, directors, playwrights, painters, sculptors, musicians, composers, dancers, poets, and novelists – come together to teach and collaborate with our campers, ages 5 to 18. Set on 140 acres of natural beauty in Wheatley Heights, Long Island, NY. Usdan is a safe, welcoming place within which campers have the freedom to build new friendships, explore nature, gain personal independence, and have fun, while developing new skills and techniques in their chosen artforms.

POSITION SUMMARY

The Behavior Specialist reports directly to the Dean of Students at Usdan. This position is responsible for lending support to the entire camp staff and structure. The Behavior Specialist is responsible for promoting a safe, healthy, inclusive environment within the Discovery department by providing emotional support to students. In the Discovery Program, budding artists finishing kindergarten and first grade get a taste of Usdan. Surrounded by Usdan's woodland campus, and using the Discovery Center as a base, children have experiences in Music, Art, Nature & Sustainability, Dance, Theater, and Recreational Arts, led by professional artists and educators. The Behavior Specialist will work closely with the Discovery Chair and the Deans fostering a safe, nurturing, and positive atmosphere that is tailored to students' interests for our youngest campers.

JOB RESPONSIBILITIES

- Provides guidance, support and assistance to students and staff throughout the week, which includes managing student behavior issues, stress, and personal care needs.
- Process critical incidents with children and staff. When needed, communicate with parents about behavioral interventions.
- Help young students process their behavior, plan goals and set action steps to achieve these goals.
- Prepare and summarize behavior reports to be shared with parents.
- Help manage challenging behaviors in young children using practical evidence-based strategies.
- Record, document and file behavior reports. Follow up with camp staff as needed.
- Provide any additional support during pick-up and drop-off as needed.
- Provide support and be a role model to all students and staff.



- Interpret and enforce safety and health regulations.
- Provide on-going training and guidance to faculty and staff on how to: minimize common behavior problems and how to work with students who display a diverse array of emotional and behavioral challenges.
- Intervene with students when appropriate to prevent or resolve problems.
- Other duties as assigned.

The above job description is not intended to be an all-inclusive list of duties and standards of the position.

QUALIFICATIONS

- A bachelor's degree in education, the arts, psychology, sociology or a related field or equivalent knowledge, skill and abilities.
- Minimum three years of experience working with children or young adults.
- An understanding of the stages of childhood development and behavior.
- Experience communicating with children, parents and teachers.
- Knowledge of the artistic disciplines taught on Usdan's campus, and of current issues in education such as diversity, sexuality, gender identity, etc.
- Must complete New York State required trainings, including but not limited to a Sexual Harassment Prevention training and a Child Abuse and Neglect/Maltreatment Identification. Links to required training will be provided after hiring.
- CPR training is not required but a plus
- Have reliable transportation to Usdan's campus.

2025 SUMMER SEASON DATES AND TIMES

Monday - Friday, June 30 - August 22, 2025, 9:15 AM - 3:15PM, closed July 4.

Pre-season commitments include:

- Staff Orientation: Saturday, May 31, 9:30AM - 4:30PM
- Family Orientation: Wednesday, June 18, 5:00PM - 7:30PM

COMPENSATION AND BENEFITS

- \$8,000 stipend, at least 30 hours per week in season.
- \$25 per hour for trainings.
- Workshops in subjects like yoga, ceramics, and archery with other faculty and staff, if offered.

PHYSICAL DEMANDS

Usdan is a 140-acre campus with facilities spread throughout - distances vary and are along uneven surfaces, up and down hills. Some facilities are elevated and require one to two stairs to enter.

Some staff walk an average of two miles per day. Other physical demands include the ability to work in a hot, humid environment; the ability to speak clearly and understand the speech of another person; and the ability to prioritize sounds and focus on one sound among many.

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential physical functions of this position.

TO APPLY

- Please apply through our online application: <https://www.usdan.org/employment>
- PDF files are preferred attachments. No phone calls please.
- Please submit a cover letter.

USDAN CENTER FOR THE CREATIVE AND PERFORMING ARTS A/K/A USDAN SUMMER CAMP FOR THE ARTS IS AN EQUAL OPPORTUNITY EMPLOYER AND IS COMMITTED TO CREATING AN INCLUSIVE ENVIRONMENT FOR ALL EMPLOYEES. WE WELCOME APPLICANTS FROM DIVERSE BACKGROUNDS TO APPLY THEIR UNIQUE BACKGROUNDS, PERSPECTIVES, SKILLS AND TALENTS TO FOSTER AN OPEN, COOPERATIVE, AND DYNAMIC ENVIRONMENT WHERE EMPLOYEES AND USDAN ALIKE CAN THRIVE. ALL EMPLOYMENT IS DECIDED ON THE BASIS OF QUALIFICATIONS, MERIT, AND BUSINESS NEED.